

Sandi in Belize	3
Diversity in Disney	4
Hats & Human Needs	5
Book Review	6

## Public Works Diversity Committee

Neil Bjorklund	POS x4909
Casey Boatman	PWAir x8484
Andrea Brown	PWE 541-501-0352
Ryan Grant	PWM x4847
Ken Green	PWM x4937
Eric Johnson	PWM x 4904
Brian Kunasek	PWWW x8641
Julie Schafer	PWM x4966
Trail Smith	PWWW x8661
Mark Smith	PWE 541-510-4890
Robert Tintle	PWA x8476
Tracy Walsh	PWA x5604

## Volunteerism and What it Means to My Wife Kati Kunasek

Brian Kunasek

Special Olympics Oregon.

What do you think of when you hear "Special Olympics"? Chances are, you might not think much of it. I want to give you a firsthand look at a growing organization that affords individuals with intellectual disabilities the opportunity to train and compete in athletic activities that they might NOT otherwise get to participate in due to their disability.

Special Olympics Oregon offers training and competition in 14 Olympic sanctioned events. Yes, they take this very seriously and are sanctioned by the real deal Olympics! They have 3 sports seasons, which include training and competitive events in winter, summer, and fall. They hold events in every region of the state, every month of the year, providing athletes the opportunity to be competing and training as often as they choose. They currently serve over 12,000 kids, teens, and adults with physical and intellectual disabilities.

Special Olympics athletes train intensely for eight weeks prior to each State Games event. Volunteer coaches are responsible for training the athletes.



*Diversity in Public Works*

*Volunteerism continued on page 2*

Volunteers must complete a certification program prior to becoming Special Olympics coaches and must attend training schools before each season.

The competitive events include a regional competition, and State Games, which is much like the Winter or Summer Olympics held all over the world. State Games consists of two full days of competition, separated by a night of dinner and dancing for the athletes. The dance is always a highlight for many athletes, where they can have fun with their friends and celebrate the day's success.

Success for a Special Olympic athlete may look different than what you or I picture when we think of success. Success, for them, is stepping into the arena despite having a mental or physical disability that separates them from society's "norm". Success is giving it their all, and not dwelling on the typical win-or-lose scenario. Success is scoring their first ever goal against all odds. Success is having supportive fans cheering them on from the sidelines and a coach that gives them 110% whether they win or lose.

A long time tradition of the Special Olympics is to have men and women in uniform hand out the medals at each competition. This is a huge highlight for the athletes of the Special Olympics, as they really look up to and admire these "heroes". Sometimes, it makes all the difference after a rough day of competition and turns many a frown upside down.

I have had firsthand experience with the Special Olympics, as my wife has been a head coach for 12 years. When I first met her, she was coaching basketball. They practiced one night a week for 2 hours. I got to watch my first basketball competition in Springfield, Oregon. There is a lot of heart that goes into these events, both from the coaches and the athletes! So ask yourself what are a few hours of your time is worth to you and your family.....Priceless!



*Tell us about your volunteer work! Please send your story and photos to Julie Schafer at PWM/POS (x4966) for inclusion in a future edition of Kaleidoscope.*

# Adventures in Belize with Sandi Legat

Ryan Grant

## Tell me about your recent trip to Belize?

I'm happy to! Oh man, where to start. On September 1, I was fortunate enough to go on a three week vacation to San Pedro, Belize. The Caribbean Ocean and warm breezes make that place my paradise! Most of the time I just took in the beautiful surroundings with lots of walks, runs, and laying in hammocks. Every day I would wake up for the 5:37 am sunrises and each night I sat at the end of the dock watching it set, looking at the moon reflecting off the ocean. I ventured out on a number of incredible adventures which included scuba diving, snorkeling, a jungle boat ride with bird watching, climbing Lamanai Mayan ruins, seeing a puma in the wild, ATV'ing in the jungle, and cave tubing. This was my first solo and soul searching journey and I met incredible people along the way.

## What are the differences in the cultures?

If you venture away from the beachfront properties you quickly find poverty everywhere. At first I was timid because I wasn't sure if a single woman would be safe to wander around. However, by the end of my stay I felt completely safe to go anywhere, at any time on Ambergris Caye. September is Belize's off season so there were times where I was the only tourist to be found. The primary source of income is in the tourist industry and from what I gathered, they make on average, \$6 per hour. The gas there was \$12 per gallon and water on the Caye was extremely limited and very expensive. Most people use golf carts, bicycles or ride the water taxi to commute.

I met a girl named Ruby who worked at the pool at the resort I stayed. She made the best Pina Colada I'd ever had! Each day I would go to the pool and we'd talk. She started to tell me her story. She shared that she had worked 21 days straight for 12 hours per day. She was a single mother of three and spoke about how many young men in Belize get a girl pregnant and leave them on their own to manage the children. One day I just came back from a scuba dive and I was hungry but because it was the slow season their restaurant had just closed for renovation. She offered half of her lunch. At first I declined but she insisted. After listening to her story a little more I realized just how generous this offer was. Her rent was \$500 Belizean dollars (which is \$250 US dollars), her water bill was \$900 (which is \$450 US dollars), and

*continued...*



*Sandi with Krystyna*

**The greatest impact on me was I traveled half way around the world and found people are good and decent.**



she had to take care of uniforms for her kids, Christmas and birthday gifts, etc. all on her small income. She worked hard but actually never complained. Nobody there did, they only spoke about their families. They were completely content and focused more on relationships than hardships.

### What part of your trip had the greatest impact on you personally?

The incredible people who gave me faith in humanity. During my second half of my trip I stayed at a Bed and Breakfast I found on AIRBNB. I stayed with a married couple named Krystyna and Ed. I was scheduled to be in Belize for three weeks but when I only had five days left I lost my debit card hiking up a Mayan Ruin and had no easy access to money. Fearful that I wouldn't get money without a lot of hassle I booked the next flight home. However, my dilemma and panic was that I didn't have money for getting from San Pedro to Belize City nor did I to pay for my checked luggage when I got to the airport. And to

top it off I was hungry and I didn't leave until the next day. At first Krystyna offered to take care of my expenses and begged me to not leave but I insisted to not put the burden on them. After accepting I was leaving Krystyna made me a wonderful lobster dinner that night, an omelet in the morning, helped me pack, scheduled my puddle jumper from San Pedro to Belize using her connections, Ed drove me to the airport in the golf cart, he handed me \$300 that he had stashed in his emergency fund, hugged me and sent me on my way. SAFE, LOVED, CARED FOR and of SOUND MIND!

The greatest impact on me was I traveled half way around the world and found people are good and decent.

*Would you like your photos shared in Kaleidoscope? Tell us about your adventures across town or around the globe! Please send your photos and a brief description to Julie Schafer at PWM/POS (x4966) for inclusion in a future edition of Kaleidoscope.*

## Diversity in Disney

Andrea Brown

As I was lying in bed last night surfing the internet to unwind from my day I came across this photo someone had posted online with the caption "spring, summer, autumn and winter all represented by Disney Princesses and a Queen." I know many employees with the City have children, including myself, so anything related to Disney movies catches my attention. I clicked on the link to see what the discussion around the photo was. To my dismay the first thing I read was a women's comment about race, "are you sure they don't all represent winter because everything looks pretty white." It astonishes me that in this day and age we are still having this argument, and now involving our children and the programming that is designed around them. Clearly this anonymous woman has never seen any of these Disney movies, if you know the story, the setting and the background behind each Disney movie the race of the main characters fits each national origin. The story of Rapunzel (top left photo) is a German story, Germany is a country that is comprised of almost 92% white people. Princess Merida from the movie Brave (bottom left photo) is from Ireland, where the



# Hats and Human Needs

Ken Green

With all the talk of diversity we hear in the news these days one might really start think that they have nothing in common with others. We are defined and put into opposing categories, red state blue state, conservative liberal, black white, Christian non, human and not...

As humans, basic biology tells us our cells contain 23 pairs of chromosomes. This is our genetic make-up. But even on this most basic level there is variety. Variation on a chromosomal level can predispose one to medical conditions or even lead to Darwin's Theory of Evolution. The physical manifestation of the genes contained on these chromosomes can result in blonde hair, web toes, tongues that roll, and a rainbow of skin colors, just to name a few.

The truth is, that as people, we have more in common with others than we realize. Sure, there are some physical characteristics that vary. Also, culture and religion can have as many different flavors as beer. But beyond those differences we are all humans. Some of us humans drink beer (maybe some dogs too) and some others do not. Now that could be considered a matter of choice, or perhaps there is a medical reason behind it. We don't know unless we ask.

Starting a dialogue with others is the beginning of finding common ground. To start this dialogue we need to look past the differences we see so obviously and look deeper into our humanness. We all need food, shelter and clothing. No one can argue against that. Even Maslow's higher level needs are common to all of us - such as safety, love, and growth of self.

By realizing we all share these basic needs of our humanness we can look past the truly minor differences focused on by the media. At this point we can start to focus on our shared needs. This is tolerance and it is not a bad thing. The Civil Rights Movement began with people looking past differences and seeing the shared human needs that were not being met. President Kennedy once said, "Tolerance implies no lack of commitment to one's own beliefs. Rather it condemns the oppression or persecution of others."



## PWDC MISSION STATEMENT

*The City of Eugene Public Works Department is committed to fostering understanding, communication and respect among all members in the department.*

*We believe in a department that is accepting of everyone so that we capitalize on the strengths emanating from our differences.*

*By drawing on our individual strengths, we believe we can create an optimum and respectful workplace, one that can attract and retain a diverse workforce, allowing us to serve the community from which we come more effectively.*

*We believe that an inclusive diversity program is pivotal to reaching our professional potential, both individually and collectively.*

### GOAL

*The goal of the PW Diversity Committee is to promote a workplace free of harassment and discrimination. We recognize and respect diverse viewpoints, cultures, and life experiences.*

ethnicity is 95% Irish and white. The remaining two photos are Princess Anna and Queen Elsa from the very popular movie Frozen. This Fairy Tale is based on a Hans Christian Anderson story, who was a very popular Danish writer from the 1800's that lived in Denmark. Frozen is rumored to have been reminiscent from a story his Grandmother told him about living in Denmark and working in a palace. Race issue aside, Frozen is also the first Disney movie to show young girls that a Princess does not need a Prince to rescue her, that true love can come in many shapes and forms, and that with a strong will and determination they can accomplish what they set their mind to.

### ...if we dive deeper into the Disney vault, you will find diversity across the board.

These three movies aside, if we dive deeper into the Disney vault, you will find diversity across the board. The movie Pocahontas was about a young Native American woman from the Powhatan Tribe who falls in love with an English settler and proves to all that the color of your skin does not define you and shows strength in standing up for what you believe in. Mulan is a Disney movie about a 18 year old woman from China who grew up in a time period where men were groomed for war and women were groomed to be wives and mothers and "matched" with a man. When the Huns invade China Mulan's disabled father is called back to war. In an attempt to save her father and prove that women are strong enough to serve their country, she disguises herself as a man and takes her father's place in the war. She fights side by side with male soldiers and saves the emperor in the end, revealing to everyone that she is not only a woman but that she can bring honor to her family and is capable of anything. The Princess and the Frog displays the adventures of a young African American woman living in the Bayou of New Orleans and following her dreams. Aladdin displays the hard fought life of a homeless boy who falls in love with the Arabian princess and the two fight to hide their identities and pursue their dreams in the city of Agrabah. Esmeralda is the young woman from the Hunchback of Notre Dame who is the street performer/gypsy who stands up to bullying and fights for her rights. The list of movies goes on and on but the outcome is still the

same. Each movie has a different life lesson that children and adults can learn from, and the race of the main character is solely based on the setting of each movie and the back story to each movie.

I feel it is also important to mention that Disney as an employer goes out of their way to be as diverse as possible. The company motto is "we aspire to inspire together," and the homepage to Disney careers has a toolbar with an entire page dedicated to culture and diversity. The first paragraph on this page states: "having a diverse workforce is critical to our business. We welcome a variety of opinions, ideas and perspectives to ensure we continue to top our own performance and represent our global marketplace. When our people reflect the communities we serve, it enhances the way we connect to our guests, audiences and consumers. Together, we work toward an inclusive environment that fosters creativity, innovation and camaraderie across all of our companies." Disney Careers is a leader in their industry for creating a diverse workforce.

At the end of all the discussions online underneath the photo that started this debate, I found this quote from a writer named Michael Cantrell, I think it sums it all up pretty nicely;

"Now they are trying to make it impossible to enjoy a little family-friendly entertainment. It really is time to get over this unhealthy obsession with skin color and start talking about things that actually matter."

**Each movie has a different life lesson that children and adults can learn from, and the race of the main character is solely based on the setting of each movie and the back story to each movie.**

## Book Review

# *The Five Languages of Appreciation in the Workplace*, by Gary Chapman and Paul White

Becky Nickell

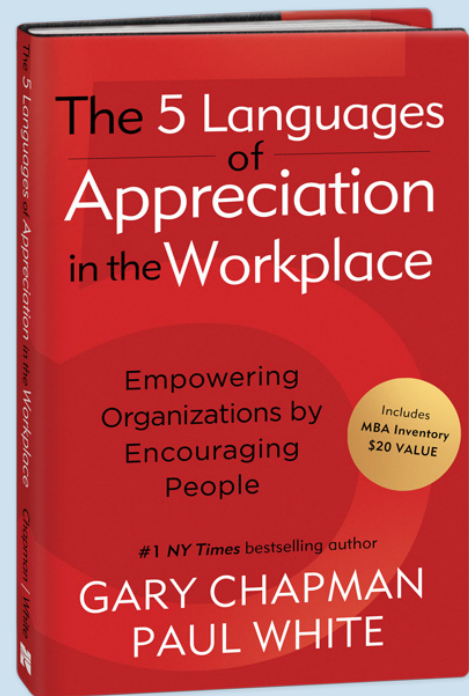
I recently listened to the audiobook *The Five Languages of Appreciation in the Workplace*, by Gary Chapman and Paul White. Since two of Chapman's other books, *The Five Love Languages* and *The Five Love Languages of Children*, have had positive effects on my personal relationships, I was curious when I saw that he had applied the love language concept to the workplace.

The basic idea behind these books is that people have different communication styles for showing and receiving love and appreciation. Chapman calls these styles "languages" and boils them down to five categories:

- Words of Affirmation
- Quality Time
- Acts of Service
- Tangible Gifts
- Appropriate Physical Touch

He says that everyone responds to all five languages to some degree, but that we tend to have one or two that we are really fluent in. When we receive a message in one of our primary languages, we tend to get the message loud and clear. But, when someone tries to communicate in one of our least fluent languages, we may misunderstand or not even notice their message.

Problems can arise in relationships when people don't realize that they are speaking different languages to each other. One person may think they are helping another through a tough workload with verbal encouragement (words of affirmation) while the other person is wishing they would pitch in and help get the work done (acts of service). Another person may want to be left alone to do their work but would really like a few minutes one-on-one with their supervisor (quality time) to help them connect and refocus on their priorities.



As I've read these books I have begun to look differently at the ways people communicate that they care. I now recognize gestures of appreciation that I may have missed before, and I can better tailor my messages of appreciation to suit the recipient.

If you'd like to learn more, check out <http://www.appreciationatwork.com/>.

*Kaleidoscope is about all of us! If you have an adventure, story, book, movie, or other topic that relates to your understanding of culture and the diverse world we live in, write a few paragraphs about it and send it in so we can include it in our next issue.*

[PWDiversity@ci.eugene.or.us](mailto:PWDiversity@ci.eugene.or.us)